

**CITY OF SAN JOSE**  
**&**  
**ASSOCIATION OF LEGAL PROFESSIONALS OF SAN JOSE (ALP)**  
**2010 NEGOTIATIONS GROUND RULES**

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**GENERAL PROCESS**

1. Either party may caucus at any time, with the understanding that the caucus time is reasonable and provides an estimated conclusion time.
2. There is no implied commitment by either party when brainstorming during negotiation sessions. Any Tentative Agreement on a new Memorandum of Agreement or on individual issues must be in writing and signed by the lead negotiators. Nothing that is not in writing and signed by the lead negotiators will be construed as part of any Tentative Agreement.
3. A Tentative Agreement on a new Memorandum of Agreement, including any tentative agreements reached during the negotiations on individual issues, is subject to ratification by the Union membership and approval of the City Council in open session. The City's negotiating team agrees that they will make good faith efforts when recommending a Tentative Agreement on the entire contract to the City Manager and the City Council, and the Union agrees that they will make good faith efforts when recommending a Tentative Agreement on the entire contract to the union membership.
4. Each team will have permanent members and lead negotiators. However, the parties may change team members during the negotiation process upon advance notice, at least 24 hours prior to the session, to the other team.
5. The City and the Union agree that prior to another person being present at the negotiation sessions, other than the City's negotiating team and the Union's negotiating team, they will give the other side at least forty-eight (48) hours notice, including the name of the other person and topic they will be present for during the negotiation session.

**RELEASE TIME**

6. The City will authorize paid time away from normal work responsibilities for up to three (3) ALP representatives to participate in the negotiation sessions. ALP representatives shall not receive additional compensation for participation in the negotiations.

**FOR THE CITY**

Brady Rodgers

M. Carol Stevens

March 17, 2010

**FOR ALP**

Will Clark

[Signature]

March 17, 2010